



Economic Impact Analysis Virginia Department of Planning and Budget

22 VAC 40-675 – Personnel Policies for Local Departments of Social Services Virginia Department of Social Services

April 26, 2002

The Department of Planning and Budget (DPB) has analyzed the economic impact of this proposed regulation in accordance with Section 9-6.14:7.1.G of the Administrative Process Act and Executive Order Number 25 (98). Section 9-6.14:7.1.G requires that such economic impact analyses include, but need not be limited to, the projected number of businesses or other entities to whom the regulation would apply, the identity of any localities and types of businesses or other entities particularly affected, the projected number of persons and employment positions to be affected, the projected costs to affected businesses or entities to implement or comply with the regulation, and the impact on the use and value of private property. The analysis presented below represents DPB's best estimate of these economic impacts.

Summary of the Proposed Regulation

The Department of Social Services (DSS) proposes to promulgate a new regulation governing personnel policies in local departments of social services. A policy manual issued by the State Board of Social Services regarding personnel policies in local DSS agencies exists, however this manual was last updated in the early 1980s and preceded the current version of the Administrative Process Act (APA) and was never published as a regulation. At the advice of legal counsel to the department, the agency is now seeking to publish these policies as regulation. The proposed regulation addresses the following issues: recruitment, screening, and selection of employees; position classification and compensation; employee status and benefits; performance standards and appraisal; equal employment opportunity; standards of conduct; grievance policies; employee political activity; and outside employment.

Estimated Economic Impact

By providing a legal basis for personnel policies and practices and formalizing a consistent, appropriate, and uniform policy structure for local personnel operations, the proposed regulation is likely to help ensure uniform and equitable practices in the 121 local agencies across the Commonwealth. Many of the policies are required as a condition for the continued receipt of federal grants. In addition, according to DSS, the proposed regulation promotes practices that support a qualified, representative workforce, factors strongly associated with effective provision of services to local citizens.

According to DSS, the proposed regulation represents the current personnel policies that have been in effect since the early 1980s. Local departments will continue to have the flexibility to opt out of the DSS statewide plan by developing a local jurisdiction-wide personnel plan approved by the State Board of Social Services. Since the proposed regulation reflects current practice, it is not likely to have any fiscal impact or economic consequences.

Businesses and Entities Affected

The proposed regulation will affect each of the 121 local departments of social services in the Commonwealth.

Localities Particularly Affected

The proposed regulation will not uniquely affect any particular localities as it applies statewide.

Projected Impact on Employment

The proposed regulation is not expected to have any impact on employment in Virginia.

Effects on the Use and Value of Private Property

The proposed regulation is not expected to have any significant effects on the use and value of private property.